

**Alaska Gasline Workforce Development Investments  
Fiscal Year (FY) 2009 and Projected for FY 2010 and 2011  
Dated April 30, 2010**

The Alaska Department of Labor and Workforce Development is continuing a major effort to implement the Alaska Gasline Strategic Training Plan.

The plan's overall purpose is to bring Alaska into a new era of collaboration and innovation among educators and training providers, through strategic investments in connected, regionally delivered and accredited programs to create world-class training and educational systems for Alaska. The plan, developed and regularly monitored by a public/private steering committee, is guiding the department and Alaska Workforce Investment Board in workforce policy development and in the allocation of funds to training activities.

The Plan identifies four broad strategies to prepare Alaskans for 113 occupations necessary for gas line construction:

1. increase awareness of and access to career opportunities in natural resource development,
2. develop a comprehensive, integrated career and technical education system that aligns training institutions and coordinates program delivery,
3. increase opportunities for registered apprenticeship in skilled occupations and expand other structured training opportunities, and
4. increase opportunities for development of appropriate training programs for operations, technical, and management workers.

State and federal funding has been appropriated toward implementation of these strategies. Following are summaries of and key activities within each strategy.

**Strategy 1: Increase Awareness of and Access to Careers**

Awareness activities include investments in the Alaska Construction Academy model around the state to introduce youth and dislocated adult workers to basic construction skills; funding for school-based career guides who provide career planning services and job referral to secondary students; improvements to the Alaska Career Information System and other department web-based resources to provide career planning tools and to connect students with Alaska-based training programs. The Department has also sponsored secondary teacher externships and summer construction and engineering academies to expand teacher and student awareness of gas line related careers.

1. In FY09, the Alaska Construction Academy trained 1,645 youth and 416 adults in a variety of gas line occupations.

2. In FY09 the Alaska Youth First Program delivered awareness activities through career guides to 18,976 Alaskan youths. As of February 28, 2010 the program has provided 23,324 career awareness services to more than 10,500 youth.
3. A Teacher Industry Externships (TIE) program aligns with the Gasline Training Plan by increasing the awareness of and access to career opportunities in natural resource development. As many as 2,000 students in school are affected by participating teachers each year. In FY 2010 Business Partnerships anticipates that 22 of 53 externships will be in gas pipeline related occupations through externships sponsored by the Alaska Process Industry Careers Consortium. These teachers are then able to give their students first hand information about the types of careers in this industry as well as the types of skills needed.
4. American Recovery and Reinvestment Act funds were awarded to the Department of Transportation for their “Think Apprenticeship” awareness campaign. This campaign seeks to bring more Alaska youth to the Heavy Highway and Construction industries and encourages employers to hire registered apprentices. The transferable skills from the construction industry will help prepare Alaskans to build the Alaska gas line. In the first half of FY 2010 “Think Apprenticeship,” a multi language outreach and awareness effort was implemented. The message delivered through this campaign is the opportunity of apprenticeship in AGIA occupations. Over 40 languages to include two native languages are featured. The idea for this project came out of a collaborative effort of the Alaska Department of Transportation Public Facilities Civil Rights Office, and the Alaska Department of Labor and Workforce Development Office of Apprenticeship. A companion of this outreach campaign was developed by the Mat-Su Borough School District to engage employers in the use of apprenticeship. The campaign will run through FY 2010 and may continue in FY 2011.
5. The Employment Security Division (ESD) recently completed enhancements to Alaska’s Skills Based Job Bank (ALEXsys) which allows job seekers to enter their credentials as part of their on-line resumes. This feature allows better matching of job seekers’ skills and experiences to employers’ job requirements. The credentialing feature also allows the department to track individuals by specific credentials, providing the ability to determine job seeker employment and training needs. Credentials include professional licenses, certifications, endorsements, diplomas, and the Alaska Career Ready Certificate. The ability to search by degree types, certificates, and trades continues to be a critical component in our commitment to prepare Alaskans for jobs needed for the Alaska Gas Pipeline.
6. Another enhancement to ALEXsys is variable reporting, which enables the ESD staff to create ad hoc reports to better manage resources. Recently, this function allowed us to contact job seekers with specific skills in priority industries to advise them of training opportunities. This outreach resulted in seven individuals attending diesel mechanic training and 15 individuals attending underground mining training. Both are gasline related occupations.
7. AVTEC has significantly increased efforts to reach high school students across Alaska through visits to 200 schools and career fair attendance in the last two years. As a result AVTEC’s average student age is now 25 and in the last two years AVTEC has trained over

250 youth ages 17 – 21 in gasline related occupations. With a 94% job placement rate, over 235 Alaskans age 17 – 21 have entered gasline related occupations in the last two years. AVTEC currently offers pre-apprenticeship in several occupations identified in the gasline training plan, and is the preferred source for training electrical and plumbing apprentices. More recently, AVTEC completed a newly registered apprenticeship program for bus and truck diesel engine specialists.

8. To help facilitate effective career decision making, the Department of Labor and Workforce Development's Research and Analysis Section (R&A) created an electronic training program clearinghouse application, available on the department's website. The application provides easy access to Alaska training provider and program information and identifies training programs specific to occupations.
9. Through the development and dissemination of regional labor market information, R&A significantly increased the understanding of Alaska's regional economies. The Alaska Local and Regional Information web application provides jobseekers and policymakers with data on which to base career and policy decisions.

## **Strategy 2: Aligned Career and Technical Education System**

The department has coordinated several meetings between training providers in the state, including the University of Alaska, the Alaska Vocational Technical Center and regional training centers, to better align and articulate training programs. The department is also working closely with the Alaska Department of Education and Early Development toward developing a template for career plans to be completed by all high school students, establishing and implementing standards for Alaska training programs, supporting the use of the Alaska Career Ready certificate, and communications and outreach with secondary and postsecondary educators and administrators throughout the state.

Specific activities include:

1. More than 960 Alaska youth participated in summer work experience with a focus on developing basic work skills. Pre and post tests were applied via KeyTrain's Career Ready 101, which includes an on-line assessment of work skills. 190 of the youth were retained in permanent positions. Funding for this activity was provided under the American Recovery and Reinvestment Act from the U.S. Department of Labor, Employment and Training Administration.
2. Twelve Career Guides funded through the Youth First Initiative and located in schools and communities around Alaska are providing career and job training information to students in and out of school about Alaska career opportunities.
3. AVTEC is assisting twelve Regional Training Centers to establish outreach, recruitment, and enrollment standards and basic skills assessments to increase the number of rural residents enrolling in gasline construction related technical training programs and/or apprenticeships.

4. The Alaska Department of Education and Early Development and the Alaska Department of Labor Workforce Development are developing an Alaska Action Career and Technical Plan with input from stakeholders. The following website may be used to input suggestions for the Alaska Career and Technical Education plan:  
<http://www.labor.state.ak.us/awib/cte.htm>
5. The Alaska Workforce Investment Board has a new website:  
<http://www.labor.state.ak.us/awib/home.htm>. This website informs the public with information pertaining to the Alaska Workforce Investment Board, Alaska Gasline Training Plan, Registered Apprenticeship, and Career and Technical Education.
6. Alaska Workforce Investment Board publishes a bimonthly newsletter highlighting the activities of AWIB, gasline, Registered Apprenticeship, and Career and Technical Education.
7. The Division of Business Partnerships has updated its website to provide visitors with information on workforce investment strategies for employers and training providers as well as highlights of the division's current efforts to prepare Alaskans to work in Alaska's high wage, high demand occupations. Visit <http://www.labor.alaska.gov/bp/> for more information.
8. Nine Construction Academies through a partnership with industry, local school districts and the Department provided career awareness information and training to more than 2,500 Alaskans in occupations related to construction of the gas pipeline.
9. Efforts to revitalize Career and Technical Student Organizations (CTSOs) are underway and include a recent grant to train teachers and youth in leadership and employability skills, and career pathways.

### **Strategy 3: Expand Registered Apprenticeship and Structured Training**

The Department made a commitment to apprenticeship training by reaching out to not only the industries that have traditionally used the apprenticeship model for workers in the skilled trades – such as construction – and to other high-demand industries in Alaska including health care, manufacturing and retail trade. DOLWD's Apprenticeship Coordinator has been working in concert with the U.S. Bureau of Apprenticeship's Alaska office toward increasing awareness of the benefits of registered apprenticeship and to increase the number and scope of apprentice opportunities in the state. It may be noted that currently over one half of the new apprentices registered are through this effort, and the majority of new sponsors are a direct result of this department's efforts.

Specific successes include:

1. Through a collaborative effort with the U.S. Department of Labor, Employment and Training Administration's Office of Apprenticeship, the University of Alaska's Mining and Petroleum Training Service (MAPTS), the mining industry, and the Department, a first-of-

its-kind apprenticeship program for geophysical core drilling is established, setting the standard not only for the state, but also for the nation. The geophysical core driller training was conducted in Kotzebue and Bethel with 37 graduates becoming first-year apprentices. This program is helping rural Alaskans get training and then high paying jobs in their regions.

2. The department has developed a partnership with Raven Electric in Anchorage to deliver electrical apprenticeship related instruction in Anchorage. 30 new apprentices were enrolled this year.
3. Expansion of the Fairbanks Pipeline Training Center to increase the number of training opportunities for incumbent and entry-level apprentices. More than 100 apprentices participated in training last year and will do so again in November of 2010.
4. The Department conducted its second annual apprenticeship conference, “Building Alaska’s Future,” in Anchorage on April 30, 2009. The conference attracted employers interested in how apprenticeship works, and educators wanting to explore the integration of apprenticeship in the educational system. The third conference will be held on April 28, 2010 in Anchorage.
5. The Department’s Employment Security Division (ESD), the state’s designated One-Stop Operator, has ten federally trained registered apprenticeship specialists engaging employers on a consistent basis and working hand in hand with Career Support and Training Service case managers on wage-incentives and Individual Training Accounts (ITAs) and supportive services. The Employment Security Division also helps staff the State Office of Apprenticeship with a Business Connection professional who assists apprenticeship specialists and job center staff to connect with prospective employers that may be interested in starting an apprenticeship or OJT program.
6. Ongoing ESD activity includes: funding individual training and supportive services for the Alaska Pipeline Worker Training Project (APWTP) grant participants as required by apprenticeship sponsors, to support an apprentice’s successful completion of a registered apprenticeship program; compensating employers through on the job training agreements; and providing support services including Alaska Career Ready testing, certification and registration of certificates.
7. A surveyor apprentice training was sponsored by Tanana Chiefs Conference and the Teamsters Union with support from Denali, the Alaska Gas Pipeline LLC. Twelve participants successfully completed the training course and eleven obtained work.
8. Many nontraditional apprenticeable occupations have been registered through the Job Centers and the apprenticeship specialist to include: Able Seaman, Airframe and Power Plant Mechanic, Head Cook, Carpenter, Auto Mechanic, Bus and Truck Mechanic.

9. The Department hired the AGIA skills coordinator to facilitate tech prep agreements, transition programs for secondary to post secondary and skill assessments of regional training centers based on industry standards.
10. A new millwright apprenticeship is under development with Prince William Sound Community College to train up to 12 new millwrights in FY10.
11. The Department assisted the Teamsters in developing two new apprenticeships in Bus and Truck Mechanic, Diesel Engine Specialist Apprentice and Line Freight Driver apprentice. Recruitment for Bus and Truck Mechanic Begins May 3, 2010.
12. The Research and Analysis Section continued to assess the effectiveness of the apprenticeship training model through the multi-year analysis of apprenticeship program data.

#### **Strategy 4: Increase Training Opportunities**

Significant investments have been made at the state and federal levels toward gas line related job training, including:

1. The University of Alaska has expanded its engineering program to double the number of engineering graduates.
2. The State Training and Employment Program provided over \$3 million in training support for a variety of gas line occupations to 1,570 adults.
3. A federal pipeline-training grant is being used by the Galena City School District to train rural Aircraft Dispatchers, skills that can be transferred to transportation and logistical support for pipeline construction.
4. Alaska Works - annual Cross-country Pipeline Training Orientation, Environmental, Health and Safety Certification, Pre-pipeline and entry level training for younger workers in rural Alaska, and Train the Trainer instructional classes and support.
5. Tanana Valley Campus - Heavy Equipment and Diesel Mechanic training and apprenticeship support.
6. University of Alaska – Statewide Campuses for Interior Career Academies, Math and Sports Camp at University of Alaska Fairbanks campus and Alaska Summer Research Academy with a focus on science, robotics, engineering, and math.
7. University of Alaska – Southeast, to begin the first phase of a multi-phase project to develop a curriculum and deliver related technical instruction for first and second year registered apprentices in the occupations of Bus, Truck Mechanic and Diesel Engine Specialist.
8. Northwestern Alaska Career and Technical Center (NACTEC) in Nome conducted entry level pre-employment academic activities focused on improving fundamental math and



reading comprehension and related career exploration activities including introduction to welding, engine repair, driver education, emergency medical technician, food preparation, and carpentry.

9. AVTEC, Alaska's Institute of Technology is providing GED and academic learning support, pre-pipeline training and support for academic preparedness through distance training at Regional Training Centers.
10. Regional Training Centers – Sitka Works, NACTEC, and Galena are engaged in an effort to integrate vocational and technical education and to support academic basic education in rural Alaska.
11. Employment Security Division - Support recruitment of Alaskans through Job Centers into training and employment in pipeline related occupations.
12. A new miner training was delivered through the MAPTS/UA. A majority of training recipients went directly to work in the industry.
13. The Division of Business Partnerships and the Alaska Workforce Investment Board recently received a \$3.6 million State Energy Sector Partnership federal grant from U.S. Department of Labor aimed at training 700 workers in energy efficiency and renewable energy techniques and skills, many of which will be transferable to a gas line project.
14. The Alaska Department of Labor Workforce Development has been meeting with rural regional training centers for the past three years. The purpose of these meetings is to have the rural regional training centers working as a team in providing effective rural training programs.
15. In March of 2010 the Division of Business Partnerships negotiated a Core Driller Registered Apprenticeship with Naknek Electric for 20 geothermal drillers.
16. For the second year in a row the Galena City School District has provided Aircraft Dispatcher Training to local residents of the region and maintained a high placement rate in excess of 70 percent.
17. The Division of Business Partnerships negotiated grants and reimbursable service agreements totaling more than \$13.5 million in state and federal funding in support of more than 6,000 Alaskans for career awareness, registered apprenticeship, structured on-the-job training and classroom training in occupations related to construction of the Alaska gas pipeline.
18. The State Training and Employment Program (STEP) provided funding for SAVEC and their employer partner CH2M HILL to train 40 General Maintenance Technicians.

19. TCC received STEP funds to continue their Surveyor Apprenticeship Program training for 11 second year apprentices who have employer commitment letters to work on the Denali Pipeline project.
20. The Teamsters received STEP funds to provide Surveyor upgrade training to meet employer technology changes in surveyor equipment and a move to smaller survey crews.
21. The state apprenticeship office has been working with the University of Alaska on several projects including Project Jump Start, a degree completion program for apprentices working toward a degree in project management, safety or supervision.

The Alaska Gasline Inducement Act includes a provision encouraging the licensee to hire to the maximum extent possible Alaskans for the Alaska portion of the project. The department has begun discussions with the project partnership on a formal and regular employment reporting mechanism.